

**Amendments to the Claims:**

The below listing of claims will replace all prior versions, and listings, of claims in the application. Applicants hereby reserve their right to present any previously pending or canceled claims again for consideration, e.g., in this application or in a continuing application.

**Listing of Claims:**

1-15 (Canceled)

Please add the following claims:

16. (New) A computer system, comprising:
- an employee setup mechanism to create a database record for an employee;
  - a data receive mechanism to receive data units from a given source database, and to store the received data units; and
  - a data configuration user interface to present to a user, via a computer screen, data input mechanisms, the data input mechanisms comprising:
    - a computer screen presentation of a user input field to receive from user input a given text character term identifying a given performance metric to be defined using the data configuration user interface,
    - a computer screen presentation of a set of data unit type fields corresponding to the given performance metric, to receive from user input given type terms indicating types of data units to be collected and used to formulate the given performance metric, and
    - an operator input mechanism to receive via the computer screen a user chosen operator defining a mathematical operation to be performed on the given type terms in the formulation of the given performance metric.